



Garrison News

Volume 7, Issue 5

Since 1998

May 2004

MISSION

U.S. Army Garrison provides and maintains the installation infrastructure to:

- support power projection and training of III Corps units/soldiers;
- provide a quality living and working environment for soldiers, families, retirees, and authorized civilians;
- sustain an effective partnership with our surrounding communities;
- and support the III Corps / Fort Hood transformation process.

VISION

The Army's model power projection platform, training installation, and community. A great place to train, work, and live.

Hood Hero

Awards Luncheon

12 May 1130-1300

Fort Hood Officers' Club

Fort Hood will recognize the following individuals and teams: **Halorie Dowling**, Department of Mental Health Services, 4th Infantry Division - Customer Service Excellence/Individual and Outstanding Commitment to a Job; **Howard E. Jackson**, Directorate of Logistics - Individual Quality; **Information Technology Plans Team**, Directorate of Information Management - Customer Service Excellence/Team; **MEDBASE Team**, U.S. Army Medical Department Activity - Team of Excellence; **LTC Elaine Perry**, U.S. Army Medical Department Activity - Volunteer in the Communities; **Howard Davis**, Directorate of Logistics - 40 Years Civilian Length of Service; **Fort Hood** - 2003 Texas Workforce Network Employer Award of Excellence; **SGT(P) Herman Haynes and Frenke** - Police Officers of the Quarter; **Division Artillery, 4th Infantry Division, 1st Brigade, 4th Infantry Division, and 504th Military Intelligence Brigade** - Retention Excellence; **Darla Davis**, Directorate of Information Management, **Jeff Salmon**, Directorate of Public Works, and **Beverly Warshaw**, Contracting Command - Productivity Enhancement Program awards; **Fred Atkinson** and **Ed "TC" Coffman**, contractors with the Directorate of Public Works - Special Recognition; **DYNCORP, Inc** - Special Recognition;

Eric A. Cook, Directorate of Public Works - Civilian Firefighter of the Quarter; **Howard Jackson**, Directorate of Public Works, **Clarence Pierce**, Directorate of Public Works, and **Sharon Franklin**, Directorate of Morale, Welfare, and Recreation - Civilian Employees of the Quarter; **Kim McKean** - Volunteer of the Quarter; **Facenia-Rae Allison** - Youth Volunteer of the Quarter; **SPC Michael W. Waleke**, Directorate of Aviation Operations - Military Air Traffic Controller of the Quarter; **Mark N. Vick**, Directorate of Aviation Operations - Civilian Air Traffic Controller of the Quarter; **CW4 Kevin Dietze**, Headquarters Headquarters Company, 4th Infantry Division - Safety, Commanding General's Special Safety Award; **4003d Garrison Support Unit** - Safety, Commanding General's Special Safety Award; **Fort Hood, Fort Hood KNCT-TV, The Sentinel, SPC Phil Kiver, R. Dean Straight, Mollie Miller, SPC Todd Mizis, and Justin Ward** - 2003 Department of the Army Keith L. Ware Awards.

Luncheon tickets are \$7.00 and are available through 7 May at Bldg 1001 Rm W316. Tickets are not sold at the door.

For more information, please call Cathy Davis at 618-7357.

Business Initiative Committee (BIC)

On 12 Apr 04, several senior managers, leaders, and other innovators

submitted Fort Hood's very first BIC Proposal, that would provide a quick/quality way to house additional single soldiers that may be stationed at Fort Hood.

Many thanks to **Robert Erwin, Mike Finn, John Burrow, Ken Slaughter, Steve Schlabach, Sarah Corley, Nancy Niemann**, and several others who provided keen insight and auditable data for this initiative.

Right now the Army is making sweeping "transformational" changes--considering the best way to strategically restructure and reposition its forces to make the most of its assets in the most significant Army transformation to occur in the past 50 years. Soldiers and Units of Action (UA) will be relocated, whether in moving to a modular Army, re-stationing units from OCONUS, in a Base Realignment and Closure process, or other alternatives.

In this BIC proposal, Fort Hood provided the Chief of Staff of the Army an extremely flexible and innovative Unaccompanied Personnel Housing option, that would enable a more rapid placement of Units of Action where they can best serve the nation. The BIC proposal provided 38% more personal living space per Soldier, new recreational areas, and the means to perpetually maintain barracks. All this in approximately half the time and using 13% less money than needed using traditional methods!

Fort Hood has the best barracks program in the Army, and remains on the leading edge of making the next step in

providing quality housing for our single Soldiers.

There are several exceptional BIC proposals in the cue to be developed, for DMWR, CCMD, and MEDDAC. These will be produced by the new Installation BIC Program Manager, Norman Dunbar, who will assume these duties on 1 May 2004. Norm can be reached at 254-286-5748.

It has been a privilege to learn from, and work with, the professional and exceptional people involved in the BIC program in FY 03 and FY 04—THANKS! Submitted by Kathy McPherson, Analyst, Garrison RM.

Fort Hood 10th Annual Youth and College Student Job Fair

Monday, 7 June 2004

1000 to 1400

Bronco Youth Center

This job fair targets students from 16-22 years of age. Job Opportunities in Retail Sales, Food Service, Computer/Data Entry, Production Work, Clerical, and Warehouse. Open to the public. No Fee to Employers.

Sponsored by Army Community Service and Child & Youth Services. Co-sponsors are Army Career and Alumni Program (ACAP), Tarleton State University-Central Texas, Central Texas Workforce Centers, and Central Texas College.

For more information, please call 286-6684 or 288-2089. (DMWR)

EXCEPTIONAL FAMILY MEMBER PROGRAM

Army Community Service and the Exceptional Family Member Program (EFMP) would like you to come join us. The “Sea Dragons” meet every Friday, 1800-1900, at the Abrams Fitness Center. Anyone with a special needs child can enjoy a fun filled evening of swimming for the whole family, at no cost. On 23 May, 1800-2000, the EFMP Support Group will meet to share common experiences and challenges unique to special needs families and it is a great way to learn about new information and resources. The group meets at Lane Volunteer Center, Bldg 16005, Old Ironside Dr and Hood Rd. Come join in on all the fun, meet new people, and learn more about

what is going on with special needs families. A web site has been set up for military families with special medical or educational needs - <http://mfrc.calib.com/snn>. Check it out and discover the resources that are available for you. The Exceptional Family Member Program (EFMP) is a mandatory enrollment program which works with other military and civilian agencies to provide comprehensive and coordinated medical, educational, housing, community support, and personnel services to families with special needs. For more information, please call the EFMP office at 287-6070/1673, or come visit us at ACS, Rivers Building, Bldg 121, Hood Rd and 761st Tank Battalion Ave. (DMWR)

The Hatch Act & Federal Employees

It's election time again, and time to remind civilian employees of the restrictions on their political activities.

DID YOU KNOW ??? Federal employees MAY -

- Be candidates for public office in nonpartisan elections, register and vote as they choose
- Assist in voter registration drives
- Express opinions about candidates and issues
- Contribute money to political organizations
- Attend political fundraising functions
- Attend and be active at political rallies and meetings
- Join and be an active member of a political party or club
- Sign nominating petitions
- Campaign for or against referendum questions, constitutional amendments, municipal ordinances
- Campaign for or against candidates in partisan elections
- Make campaign speeches for candidates in partisan elections
- Distribute campaign literature in partisan elections
- Hold office in political clubs or parties and that

Federal employees MAY NOT -

- Use official authority or influence to interfere with an election
- Solicit or discourage political activity of anyone with business before their agency
- Solicit or receive political contributions (may be done in certain limited situations by Federal labor or other employee organizations)
- Be candidates for public office in partisan elections
- Engage in political activity while:
 - On duty
 - In a government office
 - Wearing an official uniform
 - Using a government vehicle
- Wear partisan political buttons on duty

Federal employees should also be aware that certain political activities may also be criminal offenses under title 18 of the U.S. Code. See 18 U.S.C. §§ 210, 211, 594, 595, 600, 601, 602, 603, 604, 605, 606, 607, 610. To learn more about the Hatch Act, visit the Office of Special Counsel website at <http://www.osc.gov/hatchact.htm>.

EXCUSED ABSENCE FOR VOTING

Insofar as practicable, without interfering seriously with operations, employees who desire to vote shall be excused to vote without charge to leave for a reasonable time, as follows:

--As a general rule, where the polls are not open at least three hours either before or after an employees regular hours of work the employee may be granted an amount of excused administrative leave which will permit the employee to report for work three hours after the polls open or leave work three hours before the polls close, which ever requires the lesser amount of time off. The polls are usually open from 7 a.m. to 7 p.m.

--Under exceptional circumstances, where the general rule does not permit sufficient time, such as when the voting place is beyond normal commuting distance, an employee may be excused for such additional time as may be needed to enable the employee to vote. Depending on circumstances, time off may not exceed a full day. (CPAC)

2004 PEP Innovators To Be Recognized At Hood Hero Luncheon on 12 May 2004!

Productivity Enhancement Program (PEP) Innovators are recognized at Hood Hero because:

(1) PEP innovators show extraordinary creativity and drive to make Fort Hood better, faster, and more cost efficient—critical to successful Army Transformation, and

(2) a major purpose of this quarterly event is to recognize people who do exactly that!

The following folks are stars in transformation--people who think out of the box, then diligently work to make substantial improvements to their business practices and customer service:

- **Darla Davis**, Directorate of Information Management. Darla proposed a Fort Hood Password Management system, that would save \$531K over 6 years, by creating a program tool to enforce compliancy, protect network integrity, streamline problems resolution, and free the DOIM Support Team to help customers with other issues.

- **Jeff A. Salmon**, Directorate of Public Works. Jeff proposed four PEP innovations that would save \$1,235K over 6 years, including:

1 - Soil Bio-Remediation Process Validation using natural means to remediate contaminated soil.

2 - Procurement of a recycle bailer to increase Fort Hood's cardboard processing capacity by 240%.

3 - Procurement of cardboard compactors for placement at five strategic facilities that would reduce by 83%, the cost of resources currently needed to collect and deliver cardboard to the Recycle Center.

4 - Converting chlordane contaminated soil from waste to a product that can be beneficially re-used, by encapsulating it with an environmentally safe polymer compound to bond the soil, making it capable of withstanding vehicle traffic. Besides saving disposal costs, this project would also provide a variety of important economic and environmental side benefits.

- **Beverly Warshaw**, Contracting Command. Beverly proposed a Purchase Card Administration and Reporting Information System that would save

\$623K over 6 years, by creating a web-based application to integrate various existing systems that will provide required data in an efficient, easy-to-use package that will collect and manage information on the Fort Hood GPC program and will facilitate the flow of information for customers, within available Army resources.

All proposals have a quick return on investment and can be shared across the Army.

Also commended are the **supervisors and managers** of the PEP innovators, who empowered their personnel to identify solutions to longstanding problems, find ways to meet changing missions, save money, and free soldiers and civilians to tend to more immediate priorities.

Please note—as of 1 May 2004, I'm passing the PEP baton into the capable hands of the new Fort Hood PEP POC:

Norman Dunbar, an experienced Management Analyst in the Garrison (soon to be) PAI Office, phone number is 254-286-5748. It has been a great honor to work with the professional and exceptional people submitting PEP proposals in FY 03 and FY 04—THANKS! Submitted by Kathy McPherson, Analyst, Garrison RM.

Family Advocacy Program

The Fort Hood Army Community Service, Family Advocacy Program (FAP) is dedicated to the prevention, education, prompt reporting, investigation, intervention and treatment of spouse and child abuse. The program provides a variety of services to Soldiers and families to enhance relationship skills and improve the quality of life. This mission is accomplished through the provision of a variety of educational classes, training, groups, seminars, workshops, counseling and intervention services.

One goal of these programs and services is to assist our military parents in developing and strengthening parenting skills and knowledge, reduce stressors that may increase the risk of child abuse or neglect, and provide families with information, tools, and resources that will assist them in coping with the adjustments necessary for military life. Family Advocacy Program activities and services are designed to meet the diverse needs of our military

families; therefore, they are innovative and have a wide range of support programs. We always work from the frame of reference that no ONE program fits all parents. We strive through our training efforts to ensure that parents develop and maintain a wide range of skills, knowledge, abilities and resources to meet the demands and joys of parenting. The way in which parents raise their children has a significant impact on the child's development. Fathers and mothers play multiple roles in families (including direct child care) and influence children in multiple ways, directly and indirectly. The parent's influence may range from enhancing the child's internal and cognitive development, to helping shape their sex-role identification. There are different ways in which fathers and mothers can become involved in child rearing. There are different forms of involvement, some may suit certain parents better than others. The FAP offered 3 programs during the month of April that focused upon fathers and mothers successfully engaging in the parenting process: "Fathers and Families Reading Every Day", "Connecting with My Child Following Deployment" and "Making a Lasting Difference: The Unique Role of Parents in the Lives of Children". These workshops provided parents with the opportunity to gain knowledge and insight, network, and most significantly ask questions, seek guidance, and express their concerns with Child Development Specialists: Ms. Gwen Ryan (Region 12 Education Service Center), Dr. Stephen Green (Texas A&M University), and our ACS Advisor and Educator, Mrs. Leslie Natynczyk. The FAP offers parenting activities to support Fort Hood military families with children from birth through adolescence (also expectant parents). We encourage families to join us for educational and fun activities by calling 286-6774/287-2286 or visiting our A&P Branch Offices in the Rivers Center, Bldg 121. There is no cost to participate in FAP activities. Childcare is provided. (DMWR)

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The Strategic Planning Office
Bldg 1001 Rm W316,
ATTN: Cathy Davis, 618-7357